AIRBUS

ESOP
Employee Share Ownership Plan

2021 Airbus Employee Share Ownership Plan Rules

You have been invited by Airbus SE ("Airbus") to subscribe Airbus shares (the "Shares") through the 2021 Airbus Employee Share Ownership Plan ("ESOP"). The Shares are traded on several stock exchanges under the trade name Airbus (and ticker AIR). You will find below important information relating to the offer.

KEY FEATURES OF THE OFFER

- Subscription period from February 25th to March 11th, 2021
- Subscription of a fixed number of Shares (available at fair market value on February 17h, 2021): 5, 15, 30, 50 or 100.
- Matching with Shares based on a pre-determined ratio depending on the number of Shares subscribed.
- In case of oversubscription, the number of Shares will be reduced.

A. Subscription of Airbus Shares at fair market value

Subject to the decision of the Airbus Board of Directors on February 17th, 2021 and subject to any relevant filing requirements, you will have the opportunity to purchase a certain fixed number of Shares at fair market value. The fair market value will be determined by the Airbus Board of Directors on February 17th, 2021 and will be the closing price of the Shares on the Paris stock exchange on this day (the "Purchase Price"). However, if the closing price on February 17th, 2021 reveals to the higher than the closing price of Airbus share on the date preceding the capital increase, the Purchase Price will be equal to the closing price of Airbus share on the date preceding the date of the capital increase.

Within the Euro zone, the Purchase Price will be in Euro. Employees outside the Euro zone will pay in local currency, with a fixed exchange rate defined on February 17th, 2021. The fixed number of the Shares available is as follows: 5, 15, 30, 50 or 100 Shares[1].

B. Grant of Airbus Shares

Depending on the number of Shares you have subscribed, Airbus will match them with Shares based on a determined ratio (the "Matching Shares"). These Matching Shares will be allocated free of charge but you will be liable to social charges and tax depending on country regulations: in the event that the Matching Shares' value is subject to social charges and/or taxation, the amount of tax and social charges would be deducted from your salary, according to the local legislation in force (see section H of this document).

Example:[2]

Fixed number of shares acquired by the employee	Number of shares matched by Airbus	Total number of shares received by the employee	Equivalent discount[3]
5	4	9	44%
15	7	22	32%
30	10	40	25%
50	13	63	21%
100	25	125	20%

C. Payment of the Shares

The relevant Purchase Price as defined in Section A will be deducted automatically via payroll[4]. The employee may opt for payment in one instalment in April or in three instalments in April, May and June 2021. Any local payment facility you may request would potentially lead to additional social and tax deductions/payments charged to you in the same manner.

In the absence of sufficient remuneration in the relevant month or if, for any reason, you are no longer employed by Airbus, Airbus or the employing entity will take all appropriate actions to recover the Purchase Price and the social security contributions and taxes due, if any. This may include the sale of your Shares. When deciding to participate to ESOP, you will confirm that you have read and understood the above.

D. Oversubscription

For this 2021 ESOP, Airbus will offer approximately up to 2,200,000 Shares to its employees, including a maximum number of Matching Shares of approximately 600,000. These include also the Shares for the Share Incentive Plan ("SIP"), a plan approved by the UK tax authorities and implemented in the UK. The maximum number of Shares may be reduced depending on the share price evolution and will be determined by the Airbus Board of Directors on February 17th, 2021.

The exact number of Shares granted to a given employee on March 18th, 2021 will depend on the number of Shares subscribed by other employees worldwide. In case of oversubscription, the number of Shares would be reduced. Employees would be informed accordingly within twenty (20) working days after the end of the subscription period. Note that in such case, you will not be awarded with the initial number of subscribed Shares nor with the initial number of Matching Shares presented in section B. All participants' subscriptions would then be reduced proportionally[5].

E. Grant Date of the Shares

It is foreseen that all the Shares will be issued by capital increase on March 18, 2021. This is the date at which you become the owner of the Shares.

F. Custody period[6]

You will not be able to sell or transfer the Shares acquired under the 2021 ESOP for a period of one year from the date of registration in the accounts. Thus you can sell the Shares after March 18th, 2022 if you wish.

You should consider Airbus internal insider trading rules before any transaction.

No early release of the Shares will be authorized before the end of the blocking period (excluding death cases). The blocking period will remain applicable in case of termination of the employment contract after the date of registration of the Shares in the accounts.

G. Shareholder rights and dividends

Shares under ESOP are ordinary Shares which entitle to vote and dividends if voted by Airbus Annual General Meeting (AGM).

H. Local laws and tax treatment

The 2021 ESOP is subject to local law, national tax and social security regulations.

[1] Example: Assuming the closing price on the Paris Stock Exchange for Airbus Shares on February 17th, 2021 is 95€. During the subscription period, you could decide to purchase for one time a certain fixed number of Shares at the determined Purchase Price.
For example, 5 Shares x 95€ = 475€, 15 Shares x 95€ = 1,425€, 30 Shares x 95€ = 2,850€, 50 Shares x 95€ = 4,750€, or 100 Shares x 95€ = 9,500€.

[2] Please refer to section D "Oversubscription".

[3] If you purchase a fixed number of Shares of 5 at the fair market value, Airbus will match these with 4 Matching Shares. Thus, you will receive a total of 9 Shares. This is equivalent to a discount of 44%. If you purchase a fixed number of Shares of 30 at the fair market value, Airbus will match these with 10 Matching Shares. Thus, the ratio of the Matching Shares depends on the number of Shares subscribed and the value of the Matching Shares could therefore represent a discount of between 20% - 44%.

[4] Or according to local modalities.

[5] For instance, assuming you have chosen the batch "100 + 25" and a reduction of 25% is decided due to an oversubscription, you will receive 75 Shares and 19 Matching Shares, 94 Shares in total.

[6] Unless specific local rules apply.

Local legislation in each country may differ. Tax and social treatments applicable to participants are briefly described in the tax notes. If the value of the Matching Shares and/or any additional benefit in kind is considered as taxable income, the respective taxes and social security contributions, if applicable, will be deducted via payroll according to local regulations.

In the absence of sufficient remuneration in the relevant month or if you are no longer employed by the Company, Airbus or the employing entity will take all appropriate actions to recover social charges and taxes due. This may include the sale of your Shares. When deciding to participate to ESOP, you will confirm that you have read and understood the above.

I. Plan Administrator: Société Générale Securities Services

The Shares acquired under the 2021 ESOP will be held on your behalf in an account at Société Générale Securities Services, arranged by Airbus. As a Plan Administrator, Société Générale Securities Services will manage your Shares and execute your transactions. At the end of the custody period of one year[7], the Shares can remain in the account or, at your request, be sold or transferred, if feasible.

For the US and Canada, the Shares will be automatically transferred to Computershare, free of charge. Employees with an existing Société Générale account have the choice of holding their Shares in their Société Générale account.

In the UK, employees with an existing Equiniti account - or willing to open an Equiniti account - have the choice of transferring their Shares into their Equiniti account – at the time of purchasing – free of charge.

Employees with existing Commerzbank depots have the choice of transferring their Shares into their securities account – at the time of purchasing – free of charge.

The custody period of one year shall also apply to these Shares.

Custody fees for holding your Shares will be paid by Airbus. Any bank fees that may apply to the sale or the transfer of the Shares are at your own expense.

J. Subscription to the 2021 ESOP

To participate in the new plan "2021 ESOP" you must subscribe the Shares between February 25th, 2021 8.00 a.m. (CET) and March 11th, 2021 5.30 p.m. (CET) time: Either:

- on the dedicated Internet Airbus ESOP website: www.esop.airbus.com

Or:

- if you do not have internet access, you may also subscribe via a specific multi-language Call Centre, from Monday to Friday, 8.00 a.m. to 8.00 p.m. (CET) at:

France: 0 805 980 327 Germany: 0 800 627 0982

Spain: 800 000 114 UK: 0 800 026 0233

Other countries: + 33 557 925 889.

Please note that amendments to your choice will be accepted until March 11th, 2021 5.30 p.m. (CET) both via the dedicated Internet Airbus ESOP website and by the Call Centre.

Entitled: all employees[8], employed at least since December 31st, 2020 and still employed at grant date in all direct / indirect Airbus companies with above 50% Airbus interest in shareholding and included in the Airbus Electronic Employee Data Base (EEDB) in the following countries/regions*: Australia, Belgium, Brazil, Canada, Chile, China, Colombia, Denmark, Germany, Finland, France, *Hong-Kong, Hungary, India, Italy, Ireland, Japan, Malaysia, Mexico, Morocco, Netherlands, New-Zealand, Norway, Philippines, Poland, Qatar, Romania, Russia, Saudi Arabia, Singapore, Slovakia, South Africa, South Korea, Spain, Sweden, *Taiwan, Thailand, UAE, UK, Uruguay and USA.

In addition, when a nominative list of employees has been submitted to the local authorities during the filing process, the employees must also be reported on the list communicated to the authorities.

IMPORTANT NOTE: Share price development on the stock market is unpredictable. When making your decision please remember that the price of the Shares can go down as well as up. Note that in case of oversubscription, you will not be awarded with the initial number of subscribed Shares nor with the number of Matching Shares. All participants' subscriptions will be reduced proportionally. Airbus cannot provide you with any financial advice. If you have any doubt about whether to participate or not to the ESOP you should speak to an independent financial advisor.

K. Personal data protection

Airbus is committed to protecting the privacy and security of your personal data, notably ensuring that all data collected by Airbus and its data processors are processed in compliance with the terms of the European General Data Protection Regulation n°2016/679 on the protection of natural persons with regard to the processing of personal data ("GDPR").

For more information, please refer to the Privacy Policy below PRIVACY INFORMATION NOTICE related to ESOP.

[7] Unless specific local rules apply.

[8] Local rules determine the conditions of legal capacity.

SPECIFIC COUNTRY/REGIONS* ADDENDUMS

ADDENDUM AUSTRALIA

Custody Period

Contrary to the provisions of section F of the Plan, you will not be able to sell or transfer any of the Shares acquired under the 2021 ESOP until the earlier of:

- a period of at least three (3) years from the date of registration in the account, or
- the date that you have ceased employment as determined in accordance with Division 83A of the *Income Tax Assessment Act 1997* (Cth) ("Tax Act").
  For the avoidance of doubt, this includes (without limitation) if you are no longer employed by any of the following:
  - the relevant employing entity at the time you were granted the Shares;
  - a holding company (as that term is defined in the Australian Corporations Act 2001 (Cth)) of your employing entity;
  - or a subsidiary (as that term is defined in the Australian Corporations Act 2001 (Cth)) of your employing entity.

The custody period has been increased from one (1) year to three (3) years in order for the ESOP to meet the conditions required for employees to reduce the amount included in their assessable income by no more than A$1,000 under Subdivision 83A-B of the Tax Act. Note that the concession is only available to taxpayers with an adjusted taxable income (ATI) of less than A$ 180,000 for the income in which the Shares are acquired. Please refer to the Australian specific tax note for more information.

Please also refer to the ***Local Supplement – Australia*** (which forms part of these Rules) for relevant disclosures required in order to meet the requirements of ASIC CO 14/1000 in relation to the offering.

ADDENDUM BRAZIL

The Airbus' offering in Brazil is a private offer of shares limited to eligible employees of Airbus' subsidiaries in Brazil and, as such, is not registered and will not be registered with the Brazilian Securities and Exchange Commission (Comissão de Valores Mobiliários - CVM). Airbus' shares cannot be offered or sold in Brazil, except in circumstances that do not characterize a public offer or unauthorized distribution of securities in Brazil. Eligible employees should consult their own counsel and advisors and/or make their own assessment of the legal and tax impacts and the risks of participating in the Airbus Offering. There can be no assurance that similar plans will be implemented in the future in your country.

In this offering, foreign exchange transactions are carried out by local employer. By subscribing to ESOP 2021, you appoint your employer to act on your behalf in order to provide for the closing of foreign exchange transactions and payment of the Purchase Price. You also authorize your employer to obtain your debt clearance certificate before the Federal Income Office, as may be required in the context of remittance of the Purchase Price to Airbus. In case your debt clearance certificate is positive, you may not be able to participate to ESOP 2021.

ADDENDUM CHILE

This offer starts on February 25th, 2021 and it avails itself of the General Rule No. 345 of the Superintendence of Securities and Insurance (predecessor to the Commission for the Financial Market).

This offer relates to securities not registered with the Securities Registry or the Registry of Foreign Securities of the Commission for the Financial Market, and therefore such securities are not subject to oversight by the latter.

Being unregistered securities, there is no obligation on the issuer to provide public information in Chile regarding such securities.

These securities may not be publicly offered until they are registered in the corresponding Securities Registry, unless the conditions set forth in the General Rule mentioned above are complied with.

ADDENDUM CANADA

Employees who fulfill the conditions listed hereafter may elect to receive the 2021 ESOP shares through a Tax-Free Savings Account ("TFSA") or a Registered Retirement Savings Plan ("RRSP").

In order to contribute shares to your TFSA you must be over the age of 18 years old with a valid social insurance number ("SIN") and be a resident of Canada. The annual TFSA dollar limit for contributions is approximately $6,000 CAD per taxation year (in 2021). The TFSA annual room limit is indexed annually for inflation and rounded to the nearest $500 CAD.

An individual accumulates TFSA contribution room for each eligible year since the inauguration of the program in 2009.

Alternatively, you can contribute shares to your RRSP and consequently deduct from your income the lesser of either (a) 18% of your earned income in the previous year or (b) the annual RRSP contribution limit (for 2021 it is $27,830 CAD). This contribution limit is further reduced by other contributions made to other types of registered plans. You can set up and contribute to an RRSP as long you have contribution room and employment income and file an income tax return. The RRSP issuer will give you a receipt for the amounts you contributed in order to allow you to prepare and file your annual income tax return. Contact your financial services institution or investment advisor for further details concerning contributing shares to a registered plan.

ADDENDUM CHINA

Contrary to the provisions of the Plan, the implementation of the ESOP in China is subject to the approval granted by the State Administration of Foreign Exchange ("SAFE"). If the ESOP is not approved, the subscription will be cancelled. In this case, no shares will be granted to you and no payment required.

All participants must ensure to be able to pay the subscription price in accordance with foreign exchange regulations. Your local HR will provide you with additional information on this topic.

ADDENDUM COLOMBIA

Any direct or indirect benefit derived from 2021 ESOP, in cash or in kind, including but not limited to matching shares, discount from market price, financing or any other, will not be considered as salary nor as a constituent part of it for any purpose under your employment agreement.

ADDENDUM FRANCE

Employees may elect to participate in the 2021 ESOP scheme in the frame of the French regulated saving scheme ("PEG") rather than by direct ownership. In such case, the Shares will be held in a mutual Fund ("FCPE") and investment will be governed by the PEG rules. Please consult the PEG and FCPE rules.

In the framework of the PEG:

- Contributions to the PEG made in the same year are limited to 25% of the employee's compensation.
- The Purchase Price cannot exceed the average of share prices on Euronext Paris on the 20 trading days preceding the Board decision setting the Purchase Price nor be 20% below this average.
- Employees will not be able, except under certain circumstances, to sell or transfer any of the Shares acquired in the framework of the PEG until the last day of the sixth month of the 5th year following the 2021 subscription period, i.e. until June 30th, 2026.
- Account keeping is provided by Amundi.
- Matching shares will be offered at the same ratio as

provided for in section B, up to the maximum amount of employer contribution ("*abondement*") that can be paid in the frame of the PEG in a year. For 2021, this limitation is set at 5,923.58€. Above this threshold, shares will be invested in ESOP in direct ownership on accounts maintained by Société Générale Securities Services and governed by these 2021 ESOP rules.

ADDENDUM *HONG-KONG

Warning

The contents of this document have not been reviewed by any regulatory authority in Hong Kong. You are advised to exercise caution in relation to the offer. If you have any doubt about any of the contents of this document, you should obtain independent professional advice.

ADDENDUM JAPAN

In addition to the provisions of section D of the Plan, the number of Shares to be offered in Japan will be reduced to fall within the number of which the total value is less than JPY 50 million. The JPY 50 million limit will be applied in Japan regardless of whether the employee offer is oversubscribed on a worldwide basis or not.

The offering was not registered with the Director General of Kanto Local Finance Bureau.

ADDENDUM MEXICO

The securities have not been registered with the National Register of Securities maintained by the Mexican National Banking and Securities Commission and may not be offered or sold publicly in Mexico. The offering materials may not be publicly distributed in Mexico. These materials are addressed to you only because of your existing labor relationship with Airbus and may not be reproduced or copied in any form. The offer contained in this material is addressed solely to the present employees of Airbus in Mexico and any rights under such offering may not be assigned or transferred.

ADDENDUM MOROCCO

The implementation of the ESOP in Morocco is subject to approval of the Prospectus by the Market Authority. Subscription period in Morocco will start only after such approval.

Contrary to the arrangements of section F of the Plan, and in compliance with Moroccan regulations, if employees of the Moroccan subsidiary are no longer employed by the Moroccan subsidiary for any reason whatsoever (resignation, voluntary leave, retirement, death, etc.), the Shares acquired in the framework of the Plan must be sold, even if this occurs before March 18th, 2022.

The total amount subscribed per employee may not exceed 10% of their net annual remuneration.

Employees who subscribe to the Plan are obliged to return the relevant forms, provided to them via the Internet Airbus ESOP website and the Airbus Intranet, to their employer's Human Resources department, duly signed and legalised, before the end of the subscription period (attested by the date of receipt), to wit:

- a declaration on one's honour attesting that the necessary and sufficient documentation was received prior to the subscription,
- the commitment to repatriate the investment revenue (dividends), proceeds from the sale of the Shares, and any other remuneration accrued on the basis of the Plan, and to sell them on the exchange market within a period fixed by the currently valid exchange regulations, established in compliance with the Exchange Office model,
- an irrevocable mandate given to their employer conferring on the employer the right to sell on their account the Shares acquired and to repatriate to Morocco the revenue and the corresponding proceeds of such cession, even if the employee is no longer part of the staff of the Moroccan company for any reason.

These last two documents shall be sent to the banks before the execution of payments in the framework of the ESOP.

ADDENDUM NETHERLANDS

Contrary to the provisions of section F of the Plan, you will not be able to sell, transfer, assign, charge, pledge encumber and/or hedge any of the Shares (including Matching Shares) acquired under the 2021 ESOP until the end of the three (3) years period from the date of registration in the account.

If your employment terminates during this period, you will only be able to sell, transfer, assign, charge, pledge encumber and/or hedge your Shares after the end of the three (3) years period from the date of registration in the account.

The custody period has been increased from one (1) year to three (3) years in order for the ESOP to meet the conditions required for the application of a discount of 13.5% to the taxable value of the Shares.

ADDENDUM NEW ZEALAND

Warning

This is an offer of ordinary shares. Ordinary shares give you a stake in the ownership of Airbus. You may receive a return if dividends are paid.

If Airbus S.E. runs into financial difficulties and is wound up, you will be paid only after all creditors have been paid. You may lose some or all of your investment.

New Zealand law normally requires people who offer financial products to give information to investors before they invest. This information is designed to help investors to make an informed decision.

The usual rules do not apply to this offer because it is made under an employee share purchase scheme. As a result, you may not be given all the information usually required. You will also have fewer other legal protections for this investment.

Ask questions, read all documents carefully, and seek independent financial advice before committing yourself.

Airbus' ordinary shares are quoted. Airbus intends to quote these ordinary shares offered under the employee share purchase scheme on the Bilbao, Barcelona, Valencia and Madrid Stock Exchanges, Paris Stock Exchange and Frankfurt Stock Exchange. This means you may be able to sell them on the Bilbao, Barcelona, Valencia and Madrid Stock Exchange, Paris Stock Exchange or Frankfurt Stock Exchange if there are interested buyers. You may get less than you invested. The price will depend on the demand for the ordinary shares.

Your shares cannot be sold during the lock-up period of one year after delivery of the shares into your share account, except in the case of your death.

You have the right to receive from Airbus, on request and free of charge, a copy of Airbus' latest annual report, a copy of the relevant financial statements and a copy of the auditor's report on those financial statements. You may obtain a copy of those documents by electronic means on the following website: https://www.airbus.com/investors/financial-results-and-annual-reports.html

ADDENDUM PHILIPPINES

In addition to section J of the plan, the implementation of the ESOP scheme in the Philippines is subject the Certificate of Exemption being secured by the SEC before the offer is made.

ADDENDUM POLAND

Advertisement.

These materials are for advertisement. These materials do not constitute a basis for making any investment decisions by employees. Neither Airbus nor any of the Company's group's employers or employees, their representatives or

advisers, provide investment advisory services or any other advisory services (including tax advisory) in connection with this 2021 ESOP. Investment is a personal decision by each employee that should be made while taking into consideration his/her own funds, investment objectives, individual tax situation and any other available investment alternatives. In light of the foregoing, employees are encouraged to consider diversifying their investment portfolio in order to ensure that the risk taken is not subject to excessive concentration in a single investment.

Information concerning the 2021 ESOP is provided in the European information document for Poland prepared for the 2021 ESOP purposes and made available in offices of the Polish companies participating in the 2021 ESOP and the Airbus's website dedicated for the 2021 ESOP and intranet website of Airbus.

The European information document for Poland is the only legally binding document relating to the 2021 ESOP in the territory of Poland. Pursuant to Article 1 section 4 letter (i) of the Regulation (EU) 2017/1129 of the European Parliament and of the Council of 14 June 2017 on the prospectus to be published when securities are offered to the public or admitted to trading on a regulated market, and repealing Directive 2003/71/EC, preparation and approval of prospectus is not required with respect to this offer.

ADDENDUM QATAR

The interests contained in this document, have not been offered, or sold and will not be offered, or sold, at any time, directly or indirectly, in the State of Qatar that would constitute a public offering of securities under Qatar law.

The present document and any other ancillary documentation on 2021 ESOP ("Issue document") have not been prepared in accordance with and are not intended to constitute a "Prospectus" for a public offering of securities under the applicable securities legislation in the State of Qatar.

The issue document has not been reviewed or approved, or registered or licensed by the Qatar Central Bank, the Qatar Financial Centre Regulatory Authority or any other regulator in the State of Qatar. The interests are intended only to be provided on an exclusive basis to the specifically intended recipient, at the recipient's request, and for that recipient's personal use only and are not intended to be made available to the public and are not capable of being distributed to any other person or to the public in general.

Any distribution of this document by the recipient to third parties in Qatar or the Qatar Financial Centre is not authorised and shall be at the liability of the recipient.

ADDENDUM REPUBLIC of SOUTH AFRICA ("RSA")

In RSA, for foreign exchange and administration purposes, the funds which you will use to subscribe for the shares are subject to exchange control considerations. If this use of the funds will result in you exceeding your ZAR 1 million single annual discretionary allowance (which should only be the case if you have made prior use of your ZAR 1 million single annual discretionary allowance for other purposes), you will have to obtain your tax clearance certificate before the end of the subscription period in order to be entitled to participate to the ESOP. Please note that it is your responsibility to establish whether the use of these funds will result in you exceeding your ZAR 1 million single annual discretionary allowance.

ADDENDUM SINGAPORE

The shares of Airbus may not be offered or sold, or be made the subject of an invitation for subscription or purchase, whether directly or indirectly, to persons in Singapore other than pursuant to, and in accordance with the conditions of, an exemption under any provision of Subdivision (4) of Division 1 of Part XIII of the Securities and Futures Act, Chapter 289 of Singapore.

The shares of Airbus are prescribed capital markets products (as defined in the Securities and Futures (Capital Markets Products) Regulations 2018) and Excluded Investment Products (as defined in MAS Notices SFA 04-N12 and FAA-N16).

ADDENDUM SPAIN / ITALY

Contrary to the provisions of section F of the Plan, you will not be able to sell or transfer any of the Shares acquired under the 2021 ESOP for a period of three (3) years from the date of registration in the account. Thus, you will not be able to sell or transfer the Shares before March 19th, 2024.

ADDENDUM TAIWAN

The offering, distribution, and resale of the Airbus shares have not been and will not be approved by or registered with the Taiwan Financial Supervisory Commission pursuant to the Securities and Exchange Act of Taiwan and thus the Airbus shares cannot be offered, distributed or resold in Taiwan through a public offering or in circumstance which constitutes an offer within the meaning of the Securities and Exchange Act of Taiwan.

ADDENDUM UK

In the UK it is a condition of your participation in the ESOP that you enter into a joint s431 tax election with your employing company by March 25th, 2021. This election is being made for UK tax purposes and will apply to both the Subscribed Shares and the Matching Shares. Please refer to the specific UK tax note for details of the impact this election has on the tax treatment of your Shares. If the election form is not returned by March 25th, 2021, your participation to ESOP might not be taken into account.

UK Employees can instead choose to participate in another scheme currently in place (specifically for the UK): the Share Incentive Plan ("SIP"). Employees are not allowed to participate to both schemes. If two applications are received from the same person in respect of the 2021 SIP offer and the 2021 ESOP, the 2021 ESOP application will not be taken into account.

ADDENDUM UAE

The information contained in this document does not constitute an offer of securities registered under the laws of the United Arab Emirates ("UAE") relating to funds, investments or otherwise. Neither the Airbus 2021 ESOP nor this document is approved by the UAE Central Bank, the Emirates Securities and Commodities Authority (the "SCA"), the Dubai Financial Services Authority, the Financial Services Regulatory Authority, the Dubai International Financial Centre, the Abu Dhabi Global Market or any other authority in the UAE. Furthermore, no authorization, permit or license has been granted by the SCA or any authority in the UAE to market, offer, place or sell the offering in the UAE. This document is strictly private and confidential. This document (a) does not constitute a public offer, or an advertisement or solicitation to the general public; (b) is intended only for the original recipients hereof to whom this document is personally provided and may not be reproduced or used for any other purpose. The offering referred to in this document is not offered or intended to be sold directly or indirectly to the public in the UAE.

Payment of the Shares

The employees authorize the deduction of the Purchase Price through payroll. This deduction is for the benefit of Airbus and not for the local entity in UAE.

ADDENDUM URUGUAY

Airbus shares are being offered by means of a private placement and are not registered with the Financial Services Superintendence of the Central Bank of Uruguay.

ADDENDUM USA

In addition to the dispositions of section H of the Plan, the Shares acquired under the 2021 ESOP will be considered as "restricted securities" within the meaning of Rule 144 under the United States Securities Act of 1933 (the "Securities Act") as amended, and may not be sold within

the United States except pursuant to an effective registration statement prepared in accordance with the requirements of such Act or an exception from registration. The offer to eligible employees in the United states is made pursuant to an exemption from the registration requirements of the United States Securities Act of 1933 (the Securities Act) afforded by Rule 701 under the Securities Act. For the offer to meet the requirements of the exemption, the amount of Shares sold in the United States during any consecutive twelve-month period by Airbus and its affiliates in reliance to Rule 701 is being limited to $10 million. The $10 million limit will be applied in the United States regardless of whether the employee offer is oversubscribed on a worldwide basis. If, after giving effect to any reductions in subscription requests made as a result of the allocation process discussed above under "Worldwide Limit" (See D.), the aggregate Purchase Price of the Shares sold in United States by Airbus and its affiliates in reliance to Rule 701 during the applicable twelve- month period would otherwise exceed $10 million, the number of Shares to be issued under the Plan will be reduced to fall within the $10 million limit. Airbus will establish the rules for reducing subscription requests and will determine whether, and to what extent, the subscription request of any particular employee will be reduced. In all cases, allocation rules will be applied to ensure that employees who submitted subscription requests for the same number of Shares will be treated similarly. The determination of the number of Shares allocated to any participating employee by Airbus will be final and definitive.

ADDENDUM EU COUNTRIES

This document and the offer made therein are addressed to Airbus group employees only. This offer constitutes a private investment and is not subject to registration with or approval by a local authority. Airbus makes available via the Internet Airbus ESOP website the information document in the meaning of Art. 1 para. 4 lit i) of the Regulation (EU) 2017/1129 of the European Parliament and of the Council of 14 June 2017 on the prospectus to be published when securities are offered to the public or admitted to trading on a regulated market.